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15 September 1959

MEMORANDUM FOR THE RECORD

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SUBJECT: Conversation with [REDACTED]
Relative to ERA/RR Promotion Policy

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Upon receipt of a promotion recommendation for Mrs. [REDACTED] from GS-11 to GS-12 which was submitted by the Services Division, I requested this analyst to come in for an interview. The following points came out of the discussion:

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1. Mrs. [REDACTED] regards herself as a career employee and hopes to remain with ORR indefinitely. She states that she has made satisfactory arrangements for the care of her small daughter, and that she does not intend to leave her professional duties on this account.

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2. I informed Mrs. [REDACTED] that in view of the very warm recommendation received on her behalf from her Branch Chief and her Division Chief that I would concur in the recommended promotion. In this connection, however, I explained to Mrs. [REDACTED] that unless she found it possible to undertake a program of formal training in the discipline of economics, her chances for further promotion were to be regarded as dim. We recognize her very considerable native capacity for mature and imaginative intelligence analysis but that in the absence of a framework of the discipline of economics she would fall short of the qualifications we were seeking to enforce at our more senior professional levels. I stated that, in fact, we were making an exception in her case in concurring in her promotion from GS-11 to GS-12 in the absence of at least fundamental economics training.

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3. Mrs. [REDACTED] seemed to understand our reasoning on this point and admitted that she lacked thorough professional competence in economic analysis although she did suggest that she had picked up a working understanding of the terminology and some of the concepts of economics through on-the-job training and experience. She indicated that she would give serious thought to embarking on a training program and indicated that should she decide on this course she would be back to talk with either myself or Ch/E on the matter of selecting useful courses.

4. In connection with the recommended training I emphasized that we were not requiring the achievement of a formal degree in economics as a pre-requisite to promotion. Our interest rather is in the substance of the course work taken by our people whether or not such work culminates in a degree.

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[REDACTED]
Deputy Chief, Economic Research Area, ORR

cc: Ch/D/S
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OCh/E/RR [REDACTED] jr/2763 (15 September 1959)